TSA Workplace Initiatives **Improving TSA**



Full-time health benefits for all part-time TSOs is being offered. Health insurance coverage at a lower cost will result in salary increase.

Voluntary leave transfer program revised to allow for the donation of sick leave and compensatory time to eligible recipients.

Oct

Sept

May/Jun

Apr

Feb

Sept '07

Aug

Apr

Mar

Jan '06

Dec '06

TSO optimization program allows part-time TSOs to volunteer for full time split shifts, increasing their hours and government benefits. Financial incentive piloted at eight airports proved successful.

 TSOs invited to comment on upcoming **national screening procedures.** More than 10,000 comments received from thousands of TSOs; many were used to make changes.

 TSO pay for performance awards issued, totaling \$72M in pay raises and bonuses.

New Jobs: Behavior Detection by Observation, Bomb **Appraisal Officer, and Screening Technical Instructor.**

TSOs given **discretion** to determine threat items at the checkpoint in response to the UK liquid and gel plot.

 TSO career progression allows TSOs to develop long-term careers within TSA and DHS.

21,000 promoted to E band since implementation.

TSOs begin screening for **fraudulent ID** and travel documents.

Random screening of airport employees and vehicles anywhere on airport property.

Pay for Performance incentive program for all TSOs.

Annual certification process from one-time pass/fail to a coaching process/cash incentive.

TSO **Retention** and Recognition Incentive Program bonuses to 41,041 TSOs.

Local hiring: cut hire time from 6 months to 6 weeks.

Nurse Case Management program available in every airport.

Developed program to surge unpredictable security support (43 operations in 2006).

\$40 million in ergonomic chairs, anti-fatigue mats, roller conveyor tables and baggage handling equipment.

Transportation Security Officer (TSO) Advisory Council begins quarterly meetings with TSA Administrator.

New **TSO** job category is a feeder for law enforcement jobs.

IED training delivered to 18,000 TSOs in three weeks.

